



**STATE OF DELAWARE DEPARTMENT
OF MILITARY AFFAIRS DELAWARE
ARMY NATIONAL GUARD
250 AIRPORT ROAD
NEW CASTLE, DELAWARE 19720-1502**



Announcement Number: 08-AR-16

Closing Date: 13 JUN 16

Position Title/Unit: CSM, 72ND TRP CMD

Location: Wilmington, DE

Military Grade Range: Minimum M S G /E8 - Maximum C S M /E9

Military Requirements: The position advertised is designated as Immaterial. Selected individual must have a completed or at a minimal an approved application for the USASMA Sergeants Major Course within six (6) months of assuming the CSM duties.

Area of Consideration: All eligible and available members of the Delaware Army National Guard, in the grade of E9 or E8.

Category 1: Current C S M /E9 or SGM w/ CSM certificate of eligibility.

Category 2: Current 1 S G /E8 and MSG/E8 nominees on the CSM FY15 Leadership Assignment List.

Under the direction of the State CSM qualified nominees will be referred for interviews.

General Requirements:

1. Currently assigned E8 or E9 NCOs of the Delaware Army National Guard.
2. Graduate of Advanced NCO Course (ANCOC)/Senior Leader Course (SLC) and completed SSD4.
3. Not currently "Flagged from Favorable Personnel Actions" or "Barred from Reenlistment".
4. E9 AGR Soldiers must be assigned to an equal graded E9 full-time support position IAW NGB Policy Memo 11-028.

Summary of Duties: The position of Command Sergeant Major designates the principal senior NCO at the BDE level.

The Command Sergeant Major will:

(1) Principle senior enlisted advisor to the Commander 72nd Troop Command Brigade, with particular emphasis on enlisted morale, welfare, discipline, performance, training, awards and recognition, recruiting, equal opportunity, enlisted assignments and utilization management, as they affect the enlisted Soldiers to the 72nd Troop Command.

(2) Comprehensive individual and unit indoctrination and mission awareness; prevention and resolution of dissatisfaction in the enlisted ranks; and prompt and appropriate recognition of individual enlisted Soldiers whose service is at a conspicuously high level.

(3) Coordinates with and assists the Major Subordinate Command Sergeant Majors, Non-Commissioned Officers (NCOs) and other enlisted organizations, councils, groups, professional organizations, and their representatives.

(4) Counsels enlisted personnel on complaints not referred through official military channels. Advises the Brigade Commander and brigade staff, as well as other appropriate supervisors, mediates as issues arise and proposes means of resolution.

(5) Participates, advises and assists in planning, and implementing the brigades enlisted "awards and recognition" programs. Coordinates with DEARNG Senior Enlisted Advisor to assure proper dissemination, clarification and administration of all published policies.

(6) Assists, advises and counsels on all recruiting and retention programs.

(7) Assists the DEARNG Enlisted Personnel Branch with promotion and retention boards. Serves as a member on the Command Promotion and Retention Boards for Senior ARNG NCOs.

(8) Advises and implements The Army Leader Development Strategy (ALDS) within the 72d Troop Command and subordinate units. Analyzes directives, regulations and other documents originating at higher headquarters or gaining commands and notes actual and anticipated impact on the duties and responsibilities of enlisted personnel.

(9) Advises and assists in preparation of directives from the brigade commander and staff to assure proper and timely implementation of guidance. Assists in the development of feedback systems to assure compliance with and full understanding of regulatory requirements that depend on, or affect enlisted standards and morale. Continuously utilizing through a talent management process to seek employ well-rounded leaders based on the talents they possess.

(10) Advise the commander of conduct and protocol of military ceremonies or events.

Nomination Instructions:

Apply by submitting a completed packet in accordance with checklist (see attached) of NGDE-TAG Policy#30.

Nominations may be submitted by e-mail, facsimile, postal mail, or hand-delivered to the Office of the G-1 to SGM Hines-Fairfax no later than 1600 hours on the closing date. Nominations received after the closing time will not be considered for the position. The use of official mail to forward employment nominations is prohibited. Nominations submitted using government postage will not be considered.

ARMY NATIONAL GUARD
CSM/1SG PACKET CHECKLIST

Name and Rank: _____

Home Phone Number: _____

Cell Phone Number: _____

Current Unit of Assignment: _____

Nominee will provide the following:		Yes	NA
Checklist			
Biographical Sketch			
Nominating Memorandum From Unit Commander (Not Letter of Recommendation)			
Nominee's Memorandum (Why I should be considered)			
<div style="display: flex; justify-content: space-between;"> <div>_____</div> <div>_____</div> </div>			
Nominee Signature / Date		BN/BDE CSM Signature / Date	
G-1 staff are available to assist with the following requirements:			
Selection Board Enlisted Record Brief			
NBG Form 23 – Retirement Points Accounting Statement (RPAS)			
Individual Medical Readiness Record - MEDPROS			
DD Form 5500/5501 – Body Fat content Worksheet (If applicable)			
DA Form 2166-8 NCO Evaluation Report (Last Three (3) Years)			
RCAS APFT History Report (Minimum Three (3) Years)			
RCAS HT/WT History Report (Minimum Three (3) Years)			
DA Photograph in Army Service Uniform			
<div style="display: flex; justify-content: space-between;"> <div>_____</div> <div>_____</div> </div>			
G-1 Representative Signature / Date			
G-1 SGM Review: The application for this nominee has been reviewed for position # _____. This nominee DOES/DOES NOT meet the minimum requirements to be referred for an interview by the selection panel.		<div style="border-top: 1px solid black; text-align: center;">G-1 SGM Signature / Date</div>	